

Minnesota Dual-Training Pipeline  
Advanced Manufacturing Industry Forum  
February 8, 2022

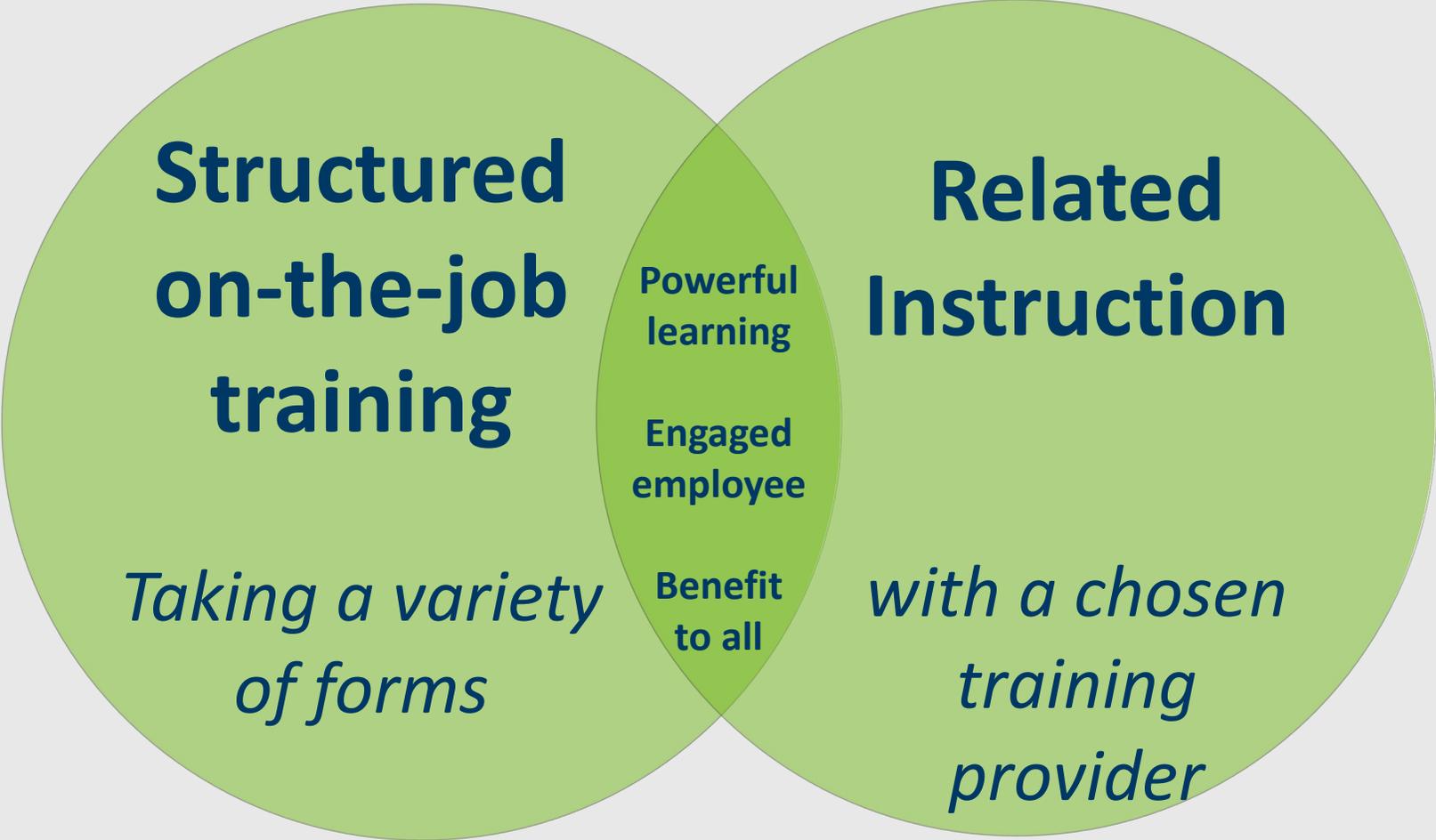
- Welcome and Introductions
- Minnesota Dual-Training Pipeline refresher
- Pipeline Updates
- Discussion on creating more partnerships for meeting your workforce needs
- Youth Skills Training presentation
- Dual Training Grant update
- Next Steps and Wrap-Up

# What is Minnesota Dual-Training Pipeline?



- Source of support to employers to develop their own employment-based, dual-training programs
- An innovative approach to address current and future workforce needs in the key industries of **advanced manufacturing, agriculture, health care services and information technology**
- Private Investment, Public Education, Labor and Industry Experience

# Employment-Based Training



# Minnesota Dual-Training Pipeline Strategies

- **Industry Forums:** *Inform and direct* Minnesota Dual-Training Pipeline on industry trends and needs through discussion and strategic planning aimed to expand dual training.
- **Competency Councils:** *Define and identify* specific occupational competencies for the four key industries.
- **Dual-Training Consulting:** *Create and disseminate* dual training resources for employers, employees and dual trainees: toolbox, grants, and expanding mentorship networks to set up dual training.

# Advanced Manufacturing Occupations

- Computer Numerical Control (CNC) Programmer
- Coordinate Measuring Machine (CMM) Programmer
- Extrusion Molding Technician
- Flexo Technician
- Injection Molding Technician
- Logistics and Supply Chain Manager
- Machinist/ Tool and Die Maker
- Machinist / CNC Operator
- Manufacturing Engineer
- Maintenance and Repair Worker
- Manufacturing Production Supervisor
- Mechatronics Technician
- Print Press Operator
- Quality Assurance/ Food Safety Supervisor
- Quality Assurance Technician
- Robotics Operator
- Safety Technician
- Solderer
- Welder

# Train the Trainer

- This winter, 20 companies participated in a train the trainer opportunity to get new skills to enhance their on-the-job-training efforts at their companies.
- Train the Trainer participants joined in by doing organizational assessments, cohort workshops, individualized team consultations and, based on this work – the companies created action plans to help them advance in their training efforts.
- Special thanks to Bellwether Consulting for leading our Train the Trainer work.

# Speaker Series XIV Update



- **“How do we recruit and retain a diverse workforce? The importance of disability inclusion in increasing productivity”** with Richard Pimentel
- Held on December 14, 2021
- Over 100 attendees joined

# Speaker Series XV on March 15, 2022



- Dawn Beck will be our keynote for a session titled: **“How to Build Effective Teams – The Three Things Leaders Need to Know”**
- Tuesday, March 15, 2022 from 9am-10am
- Sign up to attend at: <https://www.eventbrite.com/e/pipeline-how-to-build-effective-teams-three-things-leaders-need-to-know-tickets-262097198777>

Got ideas for future speaker series topics?

Let us know at [Pipeline.Program@state.mn.us](mailto:Pipeline.Program@state.mn.us)

# Building Partnerships to Meet Workforce Needs

- Do you feel like you're recruiting and retaining a workforce alone on a deserted island?



[https://en.wikipedia.org/wiki/Desert\\_island](https://en.wikipedia.org/wiki/Desert_island)

## Who do you partner with to meet your workforce needs?

\* Attendees shared that they partner with service cooperatives, area high schools, area colleges, job sites like LinkedIn, Express Employment, Handshake, and sometimes temp agencies.

# Building Partnerships to Meet Workforce Needs Discussion

## How did you find these partners?

\* Attendees shared that they often find these partners through groups such as Minnesota Precision Manufacturing Association, local chambers of commerce and with their local CareerForce.

## How do you make the partnership work for you, the employer?

\* Attendees shared how it is important for the employer to be able to get to interact with the potential pipeline of talent and so whether that is through internships, mentoring, connecting with professors and speaking to classes, job fairs, etc. those are all things that helps foster partnerships.

# Building Partnerships to Meet Workforce Needs Discussion

What do you as the employer offer your partner to help them?

\*Attendees shared how they serve on advisory panels for education providers as well as help sponsor FIRST Robotics and host teachers for externships at their sites. Employers also shared how they host and sometimes help fund tours as well as supply equipment to area schools.

# Building Partnerships to Meet Workforce Needs Discussion

## What suggestions do you have for others on how to make new partners?

\*Attendees shared that being specific with what you need and what you have to offer for the partnership is a key to success. Attendees also talked about being willing to directly ask school administrators and leaders how they can work together is a critical first step in many instances that can feel intimidating but once done can lead to great successful and lasting partnerships.

# YST @ DLI

Youth Skills Training

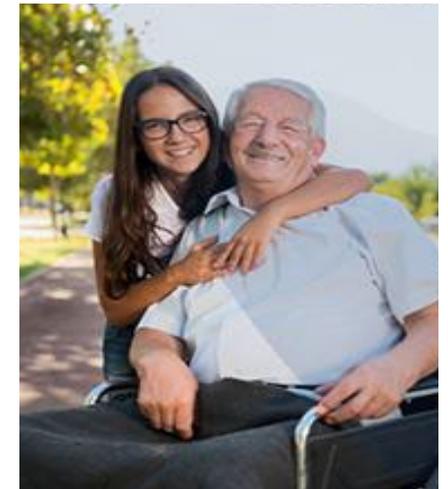
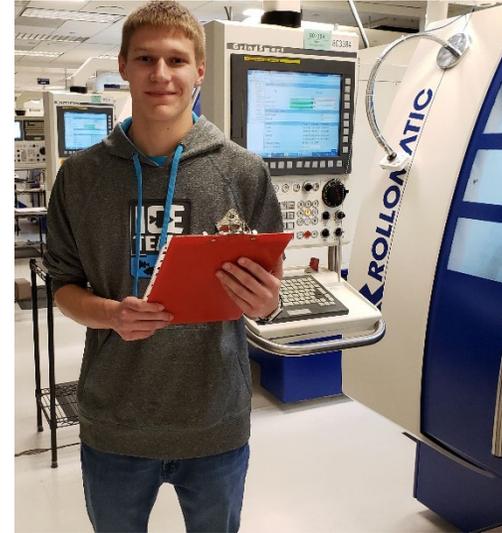
## Minnesota Dual-Training Pipeline Industry Forum

## What is the Youth Skills Training (YST) Program?

- Supporting partnerships between industry and education
- Creating opportunities for students to learn about industries
- Providing industry related classes and safety training
- Establishing safe, healthy and meaningful paid work experiences
- Developing a pathway for future talent

**Current YST eligible industries:**

- ✓ **Advanced Manufacturing**
- ✓ **Agriculture**
- ✓ **Automotive**
- ✓ **Health Care**
- ✓ **Information Technology**



## **Decline in Labor Force Participation:**

- Demand for workers has never been higher
- State's labor force remains below pre pandemic level
- Wave of workers reaching retirement age
- Not enough high-skilled workers
- Impact on Minnesota's job rebound pace

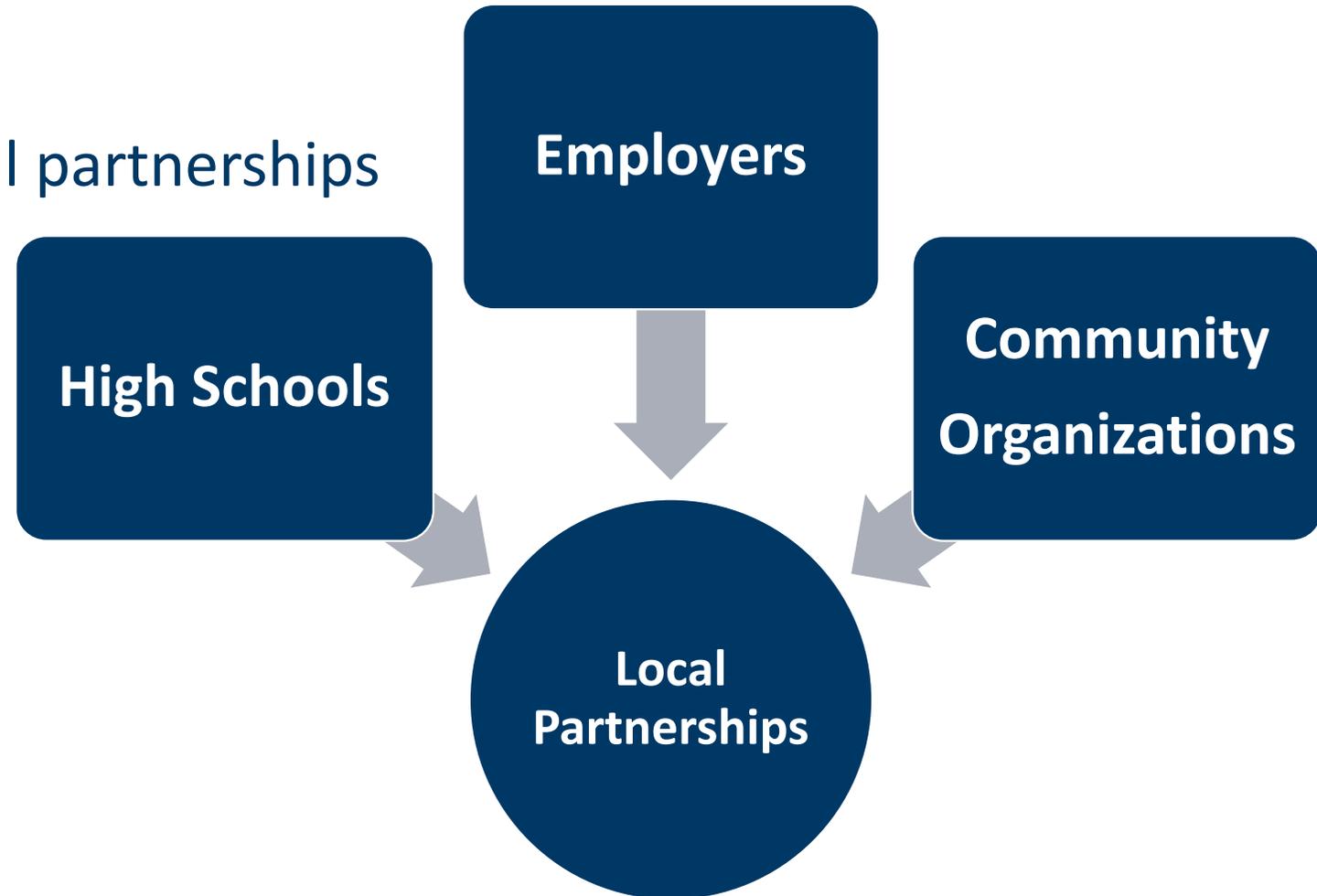
## YST Program Creates:

- Education/Employer partnerships
- Positive industry exposure opportunities
- Direct access to students interested in your industry
- Chance to train and retain youth (future workforce)

## GOALS:

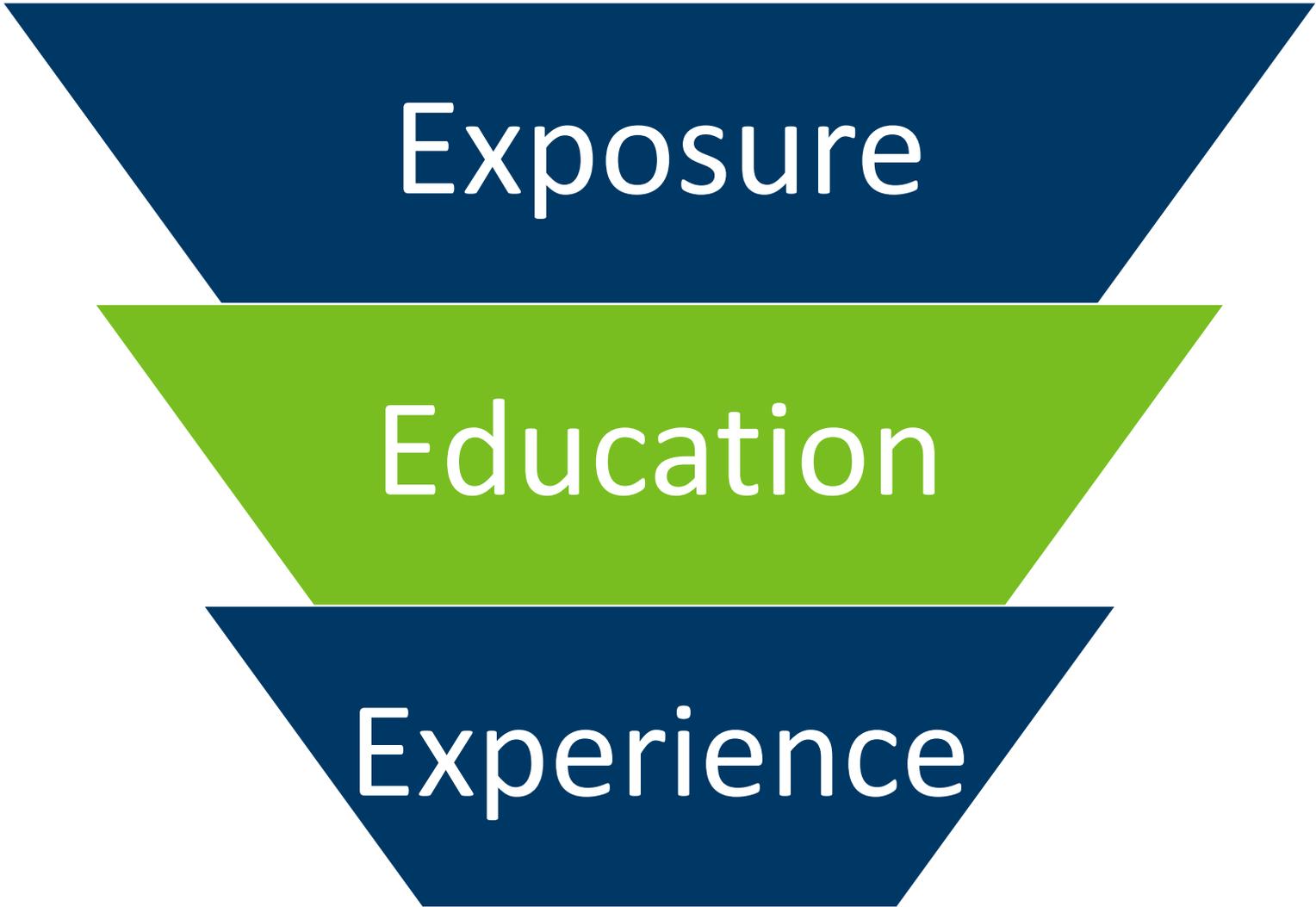
1. Support the creation of local partnerships

High Schools  
Employers  
Chambers of Commerce  
Workforce Groups  
Nonprofit organization  
Postsecondary institutions



## GOALS:

2. introduce students to careers in high-growth, high-demand industries
3. prepare students for successful careers
4. address the shortage of skilled employees



Exposure

Education

Experience

## Learn & Earn Model

Develop paid work experiences for 16 and 17-year-old “student learners” to participate in safe, healthy and meaningful on-the-job training at employer sites



## **YST program requirements:**

1. Industry exposure opportunities for students of all ages
2. Industry related classroom instruction for HS credit
3. Industry recognized credentials/certifications
4. Paid work experience for students over 16 years of age
5. At least 80% of students graduate when eligible
6. At least 60% of students receive an industry credential



***By meeting YST requirements and receiving approval from DLI, student learners are allowed to work in industries otherwise prohibited by child-labor laws.***

*YST Programs can be approved with or without YST grant funding*

**Step 1:**  
**Employer submits**

- Proof of Workers' Compensation
- Equipment & tool review (Form 1)

**Step 2:**  
**School submits**

- Class syllabus from industry related class(es) for high school credit

<b>Step 3:</b> <b>Safety Meeting</b>	<b>- Review all information submitted with YST staff and a safety consultant</b>
<b>Step 4:</b> <b>YST staff/employer</b>	<b>- YST statute, final review and signature</b>
<b>Step 5:</b> <b>All parties</b>	<b>- Parent, student, school, employer Complete and sign training agreement</b>

*Safe, healthy and meaningful paid work experiences*

## A YST safety meeting is not:

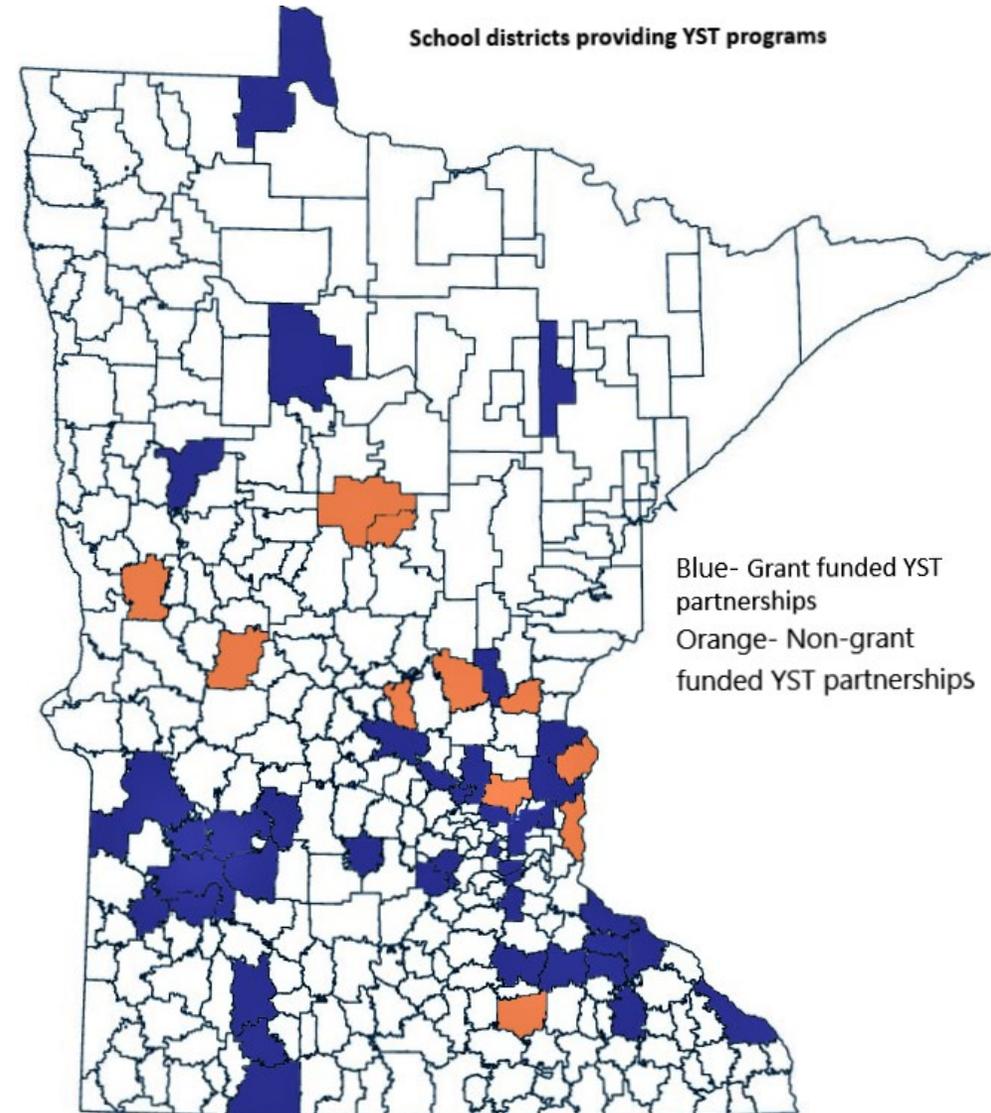
- The YST safety meeting is not an OSHA inspection
- The YST safety meeting does not result in citations or fines
- The YST safety meeting will not trigger an OSHA inspection
- The YST safety meeting is not entered into a data base or recorded for any purpose other than YST program approval

## YST Program Grant Funding:

- Total of \$1,000,000 in grant funding awarded each year
- Grants up to \$100,000 awarded to local partnerships
- Two-year grant period
- To date, 38 YST grants have been awarded throughout the state
- Next YST grant opportunity in early 2023

**YST Grantees** (partner school districts highlighted in black)

- |  |                                 |
|--|---------------------------------|
| Red Wing Ignite                              | Faribault                       |
| Hutchinson                                   | Bemidji                         |
| TwinWest                                     | Burnsville                      |
| White Bear Lake                              | Detroit Lakes                   |
| Winona                                       | Goodwill Industries             |
| Elk River                                    | Lakeville                       |
| Forest Lake                                  | Monticello                      |
| Vadnais Heights Economic Development (VHEDC) | North Branch                    |
| SW MN Private Industry Council               | Princeton                       |
| Intermediate District #287                   | SW Metro District #288          |
| Bloomington                                  | Hibbing                         |
| Ramsey County Workforce                      | Boys & Girls Club of Central MN |
| Genesys Works                                | Southeast Service Cooperative   |
| Spark-Y                                      | American Nursing & Technical    |
|  | Marvin                          |
|  | ISD # 112 Eastern Carver County |



## Since start of program in 2017:

- **28,746** students provided with industry exposure
- **19,144** students have completed industry related classes
- **953** students have earned an industry related credential
- **437** students have participated in a paid work experience

## How can employers get involved?

- Connect with schools
- Offer input on curriculum and training provided to students
- Serve on industry council at schools in your area
- Create a safe and meaningful paid work experiences for students
- Provide a work-site mentor and supervisor
- Train staff on program and how to work with students
- Educate students about opportunities in your industry and how to succeed

## Employer Benefits:

- Create lasting partnerships with local schools
- Increase student skills, knowledge and awareness of high growth/high demand, living wage careers
- Provide leadership/training opportunities to staff
- Benefit from a new energy and focus on training future talent
- Partner in shaping curriculum to address current trends/needs
- Reach younger students to help fill needs and skills gap

## Partnership Opportunities:

- Tours of local employers
- Classroom speakers
- Job shadow experiences
- Consumable donations
- Training for Teachers and Staff
- Mentoring program
- Classroom instructor for the day
- Scholarship opportunities
- Informational Interviewing
- Open House
- Monetary donations for (marketing, field trips, equipment etc.)

## Examples of successful YST programs:

[Forest Lake Career Launch Video](#)

[Elk River Manufacturing Video](#)

[WBL Career Pathways Video](#)

[WBL Career Pathways Website](#)

[Gen Z Connections Video](#)

**Main child labor page:**

<http://www.dli.mn.gov/business/employment-practices/child-labor-laws>

**Teen workers:**

<http://www.dli.mn.gov/business/employment-practices/teen-workers>

**PDF geared toward minors:**

<http://www.dli.mn.gov/sites/default/files/pdf/youthrules.pdf>

**Prohibited employment under 16:**

<http://www.dli.mn.gov/business/employment-practices/prohibited-work-minors-under-age-16>

**Prohibited Employment under 18:**

<http://www.dli.mn.gov/business/employment-practices/prohibited-work-minors-under-age-18>



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# Dual Training Grant

## 2022 Dual Training Competency Grant Annual Report

<https://www.ohe.state.mn.us/mPg.cfm?pageID=2160>

- The number of Identified dual trainees in financial aid eligible programs increased by 72% from Round 9 to Round 10.
- After 12 months of a dual-training program, Reported dual trainees had average wages of \$25.46 per hour. This is \$6.61 above the livable wage goal (\$18.85) of Minnesota Dual-Training Pipeline.
- Dual trainees who identified with a race or ethnicity category Other Than White increased by 41% from last year.
  - Hispanic or Latino increased by 55%
  - Asian increased by 48%
  - 50% in AM, 42% in HC, 8% in AG & IT

## 2022 Dual Training Competency Grant Annual Report

Thank You to all the grantees who contributed letters of support:

- CentraCare Health System – Health Care Services
- Community Dental Care – Health Care Services
- Goodwill-Easter Seals Minnesota – Information Technology
- Post Consumer Brands – Advanced Manufacturing
- rms Company – Advanced Manufacturing

## 2022 Dual Training Grant Request for Application

- Application Open: March 8<sup>th</sup>
  - Application Writing Workshops: <https://www.ohe.state.mn.us/mPg.cfm?pageID=2427>
    - March 10th from 1:00 to 3:00pm
    - March 23rd from 10:00am to Noon
- Application Deadline: April 12<sup>th</sup>
- Award Notices: May 20<sup>th</sup>

## 2022 Dual Training Grant Request for Application

- \$2,500,000 available in grant awards
  - Up to \$150,000/year per grantee
    - Up to \$6,000/year per dual trainee
- Grant reimburses grantee for related instruction tuition, fees, required books/materials
- Grantees with annual gross revenue exceeding \$25 million in the previous calendar year are required to contribute 25% to related instruction costs

## Dual Training Grant Contact Information

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# Minnesota Future Together Grants

## Future Together Grant

<http://www.ohe.state.mn.us/sPages/FTG.cfm>

Starting this spring 2022 term, the Minnesota Office of Higher Education has launched a new **tuition-free pathway** for eligible students to earn a certificate, diploma, associate's degree, or bachelor's degree at any public institution in the state. This is a financial aid program in which students do need to complete either the [FAFSA](#) or [Minnesota Dream Act](#) application.

Question? Contact the financial aid office at the college.

# Upcoming Minnesota Dual-Training Pipeline Events

- **Minnesota Dual-Training Pipeline 101 Introductory Webinar**

Tuesday, February 15th from 9 to 10 a.m.

- **Dual Training Grant Writing Workshop(s)**

Thursday, March 10<sup>th</sup> from 1 to 3 p.m.

Wednesday, March 23<sup>rd</sup> from 10 a.m. to Noon

- **Speaker Series with Dawn Beck: How to Build Effective Teams – The Three Things Leaders Need to Know**

Tuesday, March 15<sup>th</sup> from 9 to 10 a.m.

- **Next Pipeline All-Industry Forum**

Wednesday, June 22, 2022

# Thank You!



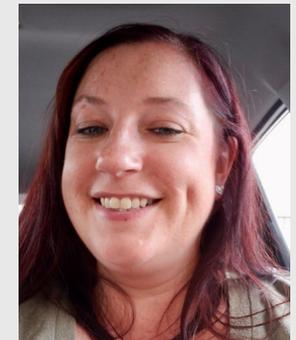
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